

**Hawaii State Apprenticeship Council  
Department of Labor and Industrial Relations  
MINUTES OF JULY 08, 2020 MEETING**

**By Videoconference**

**Join Zoom Meeting**

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**Meeting ID: 841 6952 9058**

**Password: 5kDa0D**

**Members  
Present:**

Gregg Serikaku  
Jeffery Durham for Joseph Ferrara  
Francis Tau'a  
Dale Sakamoto-Yoneda  
Terry Uyehara  
Lissa Lau  
Rick Subiono  
Keala Chock

**Guests:** Noel Kamealoha  
Yvette Gibson  
Erick Pascua  
Annette Waiau  
Melanie Kramer  
Douglas Howell  
Pat Asuncion  
Robert Aquino  
Sally Pestana  
Stan Fichtman  
Leo Peralta  
Juliet Owens  
Patrick Leddy  
Evan Nakatsuka  
Michelle Voll  
Patrick Coronas  
Guy Shibayama  
Steven Hoke  
Michele Hamanaka  
Debbie Martinson  
Derek Kiyota  
Colleen Isa

**WDD  
Staff:**

Maricar Pilotin-Freitas Acting  
Administrator  
Edgar Fernandez  
Harrison Kuranishi

**I. Call to Order**

Greg Serikaku, Chair, called the meeting to order at 1:05 p.m.

**II. Introductions**

State Apprenticeship Council members and DLIR staff introduced themselves. Guests introduce themselves in the chat box.

### **III. Approval of Minutes**

The September 30, 2019, SAC meeting minutes were approved.

Dale Sakamoto-Yoneda-Motion

Terry Uyehara-Second

### **IV. Reports**

#### **A. State Report ..... *Workforce Development Division (WDD)***

Edgar Fernandez, Program Specialist, Workforce Development Division, reported on the status of apprenticeship programs that was included in the meeting packet.

Highlights of the report were the following:

- Director Scott Murakami is currently on leave. The Deputy Director Anne Perreira-Estauquio is Acting Director.
- Ms. Maricar Pilotin-Freitas was appointed Acting Administrator for Workforce Development Division effective January 2, 2020,
- The American Apprenticeship Initiative grant was extended until September 30, 2021.
- The State Expansion Grant is expiring October 31, 2020. DLIR will submit a request for a no cost extension.
- DLIR applied for a youth grant to assist youth entering apprenticeship. DLIR was unsuccessful in receiving the award.

### **V. New Business**

- #### **A. Review and Recommendation on the Revised Standards of Apprenticeship for Construction Craft Laborer Apprenticeship Program of Hawaii Laborers' Apprenticeship and Training – Steven Hoke Apprenticeship Coordinator and Instructor for the Hawaii Labors and Apprenticeship Training Center and Michelle Hamanaka Apprenticeship Administrative Assistant.**

SAC member Francis Tau'a who is the Director of Training for the Hawaii Laborers' Apprenticeship and Training recused himself in the discussion.

The Hawaii Laborers' Apprenticeship and Training are requesting approval of the revised Standards of Apprenticeship for Construction Craft Laborers Standards to conform with standards of the Hazardous Waste Materials Technician and Landscape and Irrigation Laborers Apprenticeship Programs. The revised standards update the following:

- a. Minimum age requirement from 18 years to 17 years.
- b. Equal Employment Standards

Jeffrey Durham, who represented SAC Member Joseph Ferrara, shared his concerns about lowering the age requirement for apprentices particularly for construction trades which are dangerous. He also mentioned that the 17 year of age requirement may be in violation of Child Labor Laws.

Steven Hoke clarified that some students graduate high school at 17 years old and lowering the age requirement will enable high school graduates to enter apprenticeship. Also, employers/contractors are aware of their responsibility to ensure the safety of their apprentices, and compliance of Child Labor Laws.

WDD staff Edgar Fernandez clarified that State Apprenticeship Law and Federal Regulations require that apprentices entering the apprenticeship program must be at least 16 years of age. Lowering the age requirement from 18 to 17 years will still be in compliance the State law and Federal rules on apprenticeship.

Terry Uyehara moved to recommend approval of the revised standards. Rick Subiono seconded the motion.

Because the meeting is conducted virtually, Edgar Fernandez recommended nominal voting to all action items to ensure that the votes of the members are properly recorded. meeting.

The SAC members voted as follows:

Terry Uyehara - YES  
Francis Tau'a - Recused  
Rick Subiono - YES  
Lissa Lau - YES  
Dale Sakamoto-Yoneda - YES  
Jeffrey Durham - NO  
Keala Chock - YES  
Greg Serikaku - YES

The motion to recommend approval of the revised standards was carried.

B. Review and Recommendation on the Revised Minimum Age Qualification for Landscaping and Irrigation Laborer Apprenticeship Program of Hawaii Laborers' Apprenticeship and Training Program from 18 years to 17 years.

Steven Hoke Apprenticeship Coordinator and Instructor for the Hawaii Labors and Apprenticeship Training Center and Michelle Hamanaka Apprenticeship Administrative Assistant presented the proposed revision.

Mr. Serikaku clarified that the item presented for discussion involves the same issue that was discussed for the other program, and considering that both programs involve the same sponsor, he recommended to proceed with the nominal voting. There being no objection, the members voted as follows:

Terry Uyehara - YES  
Francis Tau'a - Recused  
Rick Subiono - YES  
Lissa Lau - YES  
Dale Sakamoto-Yoneda - YES  
Jeffrey Durham - YES  
Keala Chock - YES  
Greg Serikaku - YES

The motion to recommend approval of the revised 17 years minimum age requirement was carried.

C. Review and Recommendation on the Revised Standards of Apprenticeship of the City and County of Honolulu Apprenticeship Program

SAC member Lissa Lau who is the Human Resources Administrator of City and County of Honolulu recused herself

Ms. Debbie Martinson and Derek Kiyota of the City and County of Honolulu presented the highlights of the revisions to the Standards of Apprenticeship pertaining to the following:

- a. Restore the minimum age requirement from 18 to 16 years old;
- b. Work process hours for Bridge and Heavy Construction Carpenter;
- c. Residential Wiring 1 course outline.

Derek Kiyota explained that the reason to restore back the minimum employment age of apprentices from 18 to 16 years is to create opportunities for more applicants who are interested in joining the City and County of Honolulu Apprenticeship Program. He clarified that if the nature of the work the 16 years age is requirement is however subject to for a high school diploma or equivalent is required. The City and County currently does not have any 16-year-old applicants and the reasoning to lower the age

is to comply with Hawaii Administrative Rules Title 12 that apprentices shall not be less than 16 years of age.

WDD Staff, Edgar Fernandez clarified that Federal rules and regulations in an apprenticeship and State Administrative rules require minimum of 16 years old.

Terry Uyehara-Motion  
Rick Subiono- Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Recused  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-N  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

- a. Revise the work process hours for Bridge and Heavy Construction Carpenter

The City and County would like to revise the Work Process hours because Oahu doesn't have many bridges. If the Work Process remained the same the hours to complete would not be met in reasonable time.

Jeffery Durham- Motion  
Rick Subiono- Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Recused  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

- b. Upgrade the Residential Wiring 1 course outline.

The course is being revised with the recommendation of course instructors and James Niino. The revision would make outcomes clearer for instructors. The City and County has two instructors available a Supervisor with the City & County Electrical Division and an Electrical Engineer.

Keala Chock-Motion  
Terry Uyehara-Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Recused  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

- D. Review and Recommendation on the Temporary Change of Ratio for Sheet Metal Worker Apprenticeship Program of Sheet Metal Worker Joint Apprenticeship Committee from 1 Apprentice to 1 Journeyworker to 2 Apprentices to 1 Journeyworker – Leo Peralta, Training Coordinator

The Sheet Metal Worker Apprenticeship Program would like a temporarily revision to the ratio from 1 apprentice to 1 journeyworker to 2 apprentices to 1 Journeyworker for a period of five (5) years from February 28, 2020 to February 28, 2025.

The reasoning necessary to revise the ratio from 1-1 to 2-1 it was an agreement in the CBA between the Contractors and the Union.

Rick Subiono-Motion  
Keala Chock- Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y with reservations  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

E. Review and Recommendation on the Revised Standards of Apprenticeship for Pharmacy Technician Apprenticeship Program of CVS Health – Michelle Voll Consultant and Melanie Kramer

CVS Health requested to revise the Standards Work Process, RTI, competencies, update courses to comply with industry standards, EEO update, qualifications update, update contact person, update wages, and a partnership with Kapiolani Community College to add a dual track module for RTI.

Francis Tau'a Motion  
Terry Uyehara Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau- Y  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham- Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

F. Review and Recommendation on the Proposed Nurse Aide Apprenticeship Program of Kapiolani Community College – Sally Pestana

KCC is proposing a Nurse Aide for Acute Care. KCC would like a program to reach small and medium healthcare businesses. Ms. Pestana stated all apprentices receive an employer referral before being administered in a Health program this is a contingent job offer once the RTI is completed. KCC has 1 instructor.

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Keala Chock Motion  
Jeffrey Durham Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

G. Review and Recommendation on the Revised Related Training Instruction for Medical Assistant Apprenticeship Program of Queens Health Systems- Colleen Isa

Queen's is requesting to revise the RTI to be delivered online and reduce the hours of training from 850 to 525. This is a permanent request. With the online reform there are testing requirements. KCC is partnering with an online vendor for the RTI component. Students can complete the RTI independently and date benchmarks are set. A local instructor is online and face to face with two ninety-minute classes a week. There will be no option for more face time and in person classes for those apprentices who struggle with online classes.

Terry Uyehara-Motion  
Jeffrey Durham-Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

H. Review and Recommendation on the Proposed Medical Assistant Apprenticeship Program of Kapiolani Community College – Sally Pestana

The KCC Medical Assistant Work Process and RTI are identical to the current Medical Assistant Program that was approved previously. The wage scales are not aligned and are based on the employers.

Francis Tau'a- Motion  
Terry Uyehara-Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Dale Sakamoto-Yoneda-Y



Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

- I. Review and Recommendation on the Proposed Medical Assistant Apprenticeship Program of Hawaii Primary Care Association-Robert Hirokawa CEO Hawaii Primary Care Association.

The HPCA Medical Assistant Apprenticeship Program is identical in Work Process and RTI to the previously proposed Medical Assistant program by KCC

Keala Chock-Motion  
Francis Tau'a-Second

Terry Uyehara-Y  
Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

- J. Review and Recommendation on the Proposed Commercial Driver License Training and Development Apprenticeship Program of Robert's Hawaii – Noel Kamealoha

Robert's Hawaii has a severe driver shortage and looking to build their workforce through apprenticeship. The RTI is 144 hours and the apprentices who complete will receive a CDL with an S endorsement. Patrick Leddy Program Coordinator for Transportation from Leeward Community College explained LCC's part in the training. In the early stages of the program the fees will be covered by the SAE grant.

Rick Subiono-Motion  
Francis Tau'a-Second

Terry Uyehara-Y

Francis Tau'a-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

- K. Review and Recommendation on the Proposed Grounds Maintenance Worker Apprenticeship Program of Lanakila Pacific – Evan Nakatsuka Director of Workforce, Rona Fukumoto CEO and President, Consultants Rene Berthiaume and George Massengale

Francis Tau'a recused himself

Per the request of the chair SAC member Francis Tau'a participated in the discussion but was recused from voting.

This program will prepare the apprentices to earn a National Certification in the Landscape Industry.

The apprenticeship program meets the National Standards of USDOL. The Ground Maintenance Program is equivalent to current similar approved programs. SAC Member Francis Tau'a confirmed that the Ground Maintenance Program is equivalent to what the Laborers have.

Jeffrey Durham-Motion

Keala Chock-Second

Terry Uyehara-Y  
Rick Subiono-Y  
Lissa Lau-Y  
Francis Tau'a-recused from voting, participated in discussion  
Dale Sakamoto-Yoneda-Y  
Jeffrey Durham-Y  
Keala Chock-Y  
Greg Serikaku-Y

SAC recommended approval

## **VI. Unfinished Business**

None

**VII. Announcements**

**A.** Next Meeting TBA

**B.** Other

**VIII. Adjournment**

The meeting was adjourned at 3:40 p.m.